

**Human Resources Bulletin 01-07
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Defense Leadership and Management Program (DLAMP)

The course enrollment form and procedures are on the DLAMP web site at www.cpms.osd.mil/dlamp/index.htm. DLAMP is a systematic program of "joint" civilian leader training, education, and development within and across the Department of Defense. It provides the framework for developing civilians with a DoD-wide capability for key leadership positions. Careerists at the GS-13-15 levels are encouraged to apply for this program.

CP-18 Leadership Development Program

The announcement for the next class is posted at <http://www.hq.usace.army.mil/cehr/d/cehec2.htm#LDP>. This announcement solicits participation in the Leadership Development Program (LDP) for Engineers & Scientists (Resources & Construction) (ESRC). Program goals, eligibility requirements, application process, the LDP Curriculum and other information are described in this announcement.

New Web Site to Recruit Students to Federal Jobs

The Office of Personnel Management and the U.S. Department of Education recently unveiled a new Internet website -- www.studentjobs.gov -- designed specifically for high school and college students who are looking for temporary employment with the federal government. For students looking to get into the work force, the site lists federal job openings and provides valuable insight into the hiring process, programs and benefits.

Thrift Savings Plan (TSP) Reminder

If you wish to increase your TSP contributions, the last day of the current open season is 31 July 2001. Otherwise, you will have to wait until next open season, 15 Nov 2001 – 31 Jan 2002.

Income Tax Withholding Change

The Internal Revenue Service (IRS) developed new income tax withholding tables as a result of the Economic Growth and Tax Relief Reconciliation Act of 2001. The tables reflect a reduction in the current 28% and higher tax brackets. Our civilian employees may experience a reduction in their federal income tax withholding based on their marital status and income. See <http://ftp.fedworld.gov/pub/irs-pdf/p15t.pdf> for the publication itself.

This changes the income tax withholding which was effective for all wages paid on or after 1 July 01. DCPS used the new income tax withholding tables effective with the pay period ending 30 June 2001.

Important Changes to your Leave and Earnings Statement

Look for changes to the leave and earnings statement (LES) for TSP information. The LES will continue to display the employee percentage contribution in Block 22. However, Block 22 of the LES will no longer reflect Thrift Savings Plan (TSP) Fund allocations as this function is now performed by employees directly with TSP. The Defense Finance and Accounting System (DFAS) will no longer reflect the earnings for TSP calculation on the LES. The LES will continue to reflect the actual amount of TSP deductions withheld current and year to date in the deductions block of the LES. These changes to the LES will be effective with the pay period beginning 3 June 2001. Additional information can be obtained from your servicing Customer Service Representative, the TSP website at www.tsp.gov or the TSP ThriftLine, (504) 255-8777.

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